

Samba London Limited Gender Pay Gap Report 2025

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, private sector employers with over 250 employees are required to report six metrics relating to their gender pay gap as of the 5th April 2025 which was the snapshot date. The data must then be published onto the government sponsored website and our own website.

Samba London Limited comprises of **SUSHISAMBA**, Duck and Waffle and an onsite shared services department, located at 110 Bishopsgate, London EC2N 4AY. The roles we employ range from chefs to waiting staff for both restaurants along with head office positions.

As a Company we are on a mission to create impressive venues, deliver unpredictable, multi-sensory experiences, set trends in the hospitality industry, and place culinary excellence at the core of everything we do. Our people bring this to life and are essential to the success of our Company.

We strive to nurture and maintain an inclusive culture that understands and values the diversity of our employees, guests, suppliers, and communities. We encourage an environment where every person, no matter what age, ethnic origin, national origin, gender, lifestyle, race, religious beliefs, sexual orientation, or cultural background are recognised, feel valued and can go as far as their talent, ambition and hard work allow.

Gender Pay Gap Calculations

On the snapshot date we had 357 relevant employees of which 249 (69.75%) were male and 108 (30.25%) were female.

Mean pay gap: 3.9%

Median pay gap: 0%

Mean bonus pay gap: 35.19%

Median bonus pay gap: 20.35%

Proportion receiving a bonus: Male – 6.82%, Female -5.55%

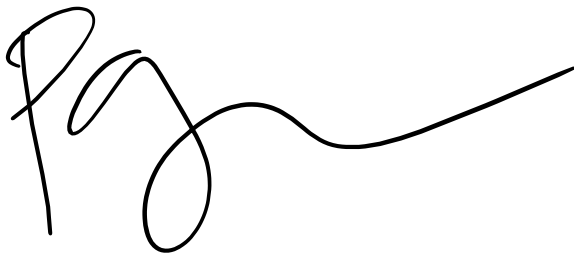
Pay quartiles by gender:

	Male %	Female %
Upper quartile	79.78	20.22
Upper middle quartile	66.29	33.71
Lower middle quartile	66.29	33.71
Lower quartile	67.42	33.71

Our employees are predominately male, with fewer females applying to work in the food and beverage industry. This is reflected across our organisation from culinary through to management.

We are confident that our HR processes and practices ensure that our employees are not paid differently due to gender. Attracting, recruiting and retaining the best talent and actively create an environment where individuals develop further in their professions through fair HR processes and practices will continue to be at the core of what we do.

I confirm the data published is accurate.

A handwritten signature in black ink, consisting of a large, stylized 'P' followed by a series of loops and a long, sweeping horizontal line that tapers to the right.

Patricia Gonzales

Co-Chief Executive Officer